

## **Board Meeting Summary**

**February 3-5, 2021**

Virtual meeting

**Treaty acknowledgement:** Executive Liaison shared his conversations about his conversation with local leader Lewis Cardinal and the origins of land acknowledgments, which began in Edmonton.

### **President's report:**

- Invited to meet with Prime Minister Trudeau and Deputy Prime Minister Freeland on separate meetings to discuss the experience of front-line health-care workers.
- Attended meeting with Public Health Agency of Canada to discuss rollout of vaccines.
  - Advocating for priority of all front-line health care workers.
- Media hits on vaccine rollout.
- Recorded a Christmas radio public service announcement for our members.
- Supported member-to-member campaign by reaching out to NUPGE affiliates and received commitments for their involvement.
  - Discussion about ensuring that direct board contact should become a strategic goal into the future.
- Accepted position on Public Service International's Health Sector Task Force.
- Appointed member Ayed Saad to represent HSAA on NUPGE's special Anti-Racism Committee along with the HSAA President.

### **Vice-President's and Finance report:**

- Membership as of January 1, 2021: 27,763
  - Increase due to recent hiring of 800 contact tracers, many of whom are in casual positions.
- New restricted fund created: Member Engagement.
- Budget for 2021/22 was presented and approved.
- Statement of Operations was presented and reviewed.
- Policy 3.01 was updated. Please refer to the website for updated language.

### **Executive Director's report:**

- Proposed grievance review process approved by Alberta Labour Relations Board
- Staff will continue to work from home until at least March.
- Heather Normandeau has resigned as Chair of the APL bargaining committee and Laurie Brassard was approved as the new Chair. The resulting vacancy on the committee will be filled by a member-at-large.
- Policy grievance filed stemming from RCSD layoffs.
- The EMS Working Group created in Fall 2020 identified four key themes of a workplan, including:
  - Fatigue, employee wellness & mental health of EMS employees
  - Workload distress including rural issues (accommodations, core/flex, borderless system)
  - Overuse of casuals
  - Communications with EMS members & the public
- Grievances
  - 18 new cases opened YTD
  - 28 cases closed YTD
- Bargaining
  - Jan. 22 – Memorandum of Agreement entered into with AHS regarding specific COVID-19 measures including pay during quarantine periods.
    - Similar agreements under negotiation with APL and Covenant Health and other employers.
  - Rexall/Pharma Plus Pharmacies Ltd. Calgary and East Central Ambulance Association Collective Agreements ratified.
  - Tentative agreement reached with CBS Technical.

### **Executive Liaison's Report:**

- Jason Kenney experiencing misfortunes that are not playing well with the public:
  - Alohagate – a number of his MLAs and key staffers were found to have traveled to vacation spots over the holidays, in spite of government entreaties for Albertans to stay home.
  - Construction of Keystone XL pipeline cancelled by President Biden on his first day in office.
  - The Canadian Centre for Policy Alternatives issued a report that shows Alberta has left hundreds of millions of dollars in federal funding for a COVID response on the table.

- AGMM season at its peak.
- Our commercial “What Really Matters” set to run last week of February and into March.
- Holiday radio ads were well-received.
- HSAA quoted in mainstream press on at least seven different issues.
- Members overwhelmingly appreciative of having their union reach out through the Member-to-Member campaign.
- Education
  - Steward training is first priority for our rescheduled workshop sessions.
  - Workshops have moved online and are being optimized for Zoom. With the resumption to online, we have moved back to 25 participants for each.
  - Semester 1 workshops open for registration.
  - Online training hub for self-paced workshops is now live.

#### **Committees (decisions only):**

- Constitution, Bylaws, Resolutions & Policy Committee:
  - Policies 2.25, 2.36, 2.41 and 2.47 were amended. Please check the website for updated language.
- Members’ Benefits Committee:
  - Item 6 of the Emergency Financial Assistance Fund (EFAF) guidelines were amended. Please check the website for updated language.
- Social Justice Committee:
  - Board approved an additional meeting of the committee to complete their workplan for the 2020/21 committee year.
- Elections/Credentials Committee:
  - Board approved election package documents and instructed they be posted to the HSAA Elections webpage.
  - Board approved an additional meeting of the committee to complete their workplan for 2020/21.
- Political Action Committee
  - Board approved wages and expenses for Lobby Day co-ordinator.
- Women’s Committee
  - Board approved criteria for the Women’s Empowerment Award.
  - Board approved five incentive prizes for membership survey.

**Sponsorship and funding decisions:**

- From the surplus of the 2020/21 budget:
  - \$750,000 for member-to-member engagement – Phase 3.
  - \$500,000 for Local Unit Executive education program.
  - \$275,000 for the I ❤️ Public Health Care campaign for 2021/22.
- \$180,000 from the unrestricted surplus to the restricted furniture and equipment fund.
- Approximately \$7.3 M from the restricted Building Fund (from surpluses of the last number of years) to principle on the mortgage of our Edmonton building.
- Up to \$10,000 to cover wages and expenses of a Lobby Day co-ordinator (member).
- \$500.00 to fund five prizes for Women’s Committee .